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~~CONFIDENTIAL~~TRAINING OF CIA CAREER PERSONNEL BY THE DEPARTMENTS
OF THE ARMY, NAVY AND AIR FORCE

1. The Central Intelligence Agency, like the Military Departments, faces the vital and continuing problem of procuring and training on a career basis, though in far smaller numbers, promising college graduates. Further, it is increasingly apparent that in any Government career, and particularly in the Central Intelligence Agency, the individual must possess those basic disciplines and training which under our present system of education are obtainable only in the military services. This paper proposes for your consideration the setting up of machinery for the CIA to build up over the years a compact corps of career men so imbued and so trained by the three services.

2. Specifically, it is visualized that this corps should spring from two organized actions, both of which require effort by the CIA and the Department of Defense as follows:

a. CIA procure yearly through Service-controlled sources not more than 150 college graduates interested in a CIA career.

b. Upon request by CIA and as practicable, the Military Departments train the men so obtained by CIA, as well as selected small numbers (not to exceed 50 annually) of college graduates with no military commitments, for a two to three year active military duty period in such appropriate courses as Basic Training, Officer Candidate School, Intelligence School, Language School, Public Information School. Upon completion of the prescribed training, which will vary with the individual and may include "field", "troop", or sea duty, trainees return to CIA for career employment, normally with a reserve commission.

The two proposed actions are discussed respectively in Attachments (A) and (B) hereto. Informal working level exploration with the three Services indicates that the actions would be feasible, with the condition that the individual Service will determine what maximum number it can train in any specific course.

3. Certain salient points of these discussions merit emphasis:

a. From the CIA viewpoint an increasing number of career personnel will build upon a foundation of Service-instilled discipline, loyalty and training and will possess a sympathetic, knowledgeable grasp of Defense and security problems.

b. From the Services' viewpoint an increasing number of CIA personnel in top and middle strata will inject into the Agency a healthful leavening of Service knowledge, views and needs.

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c. The Department of Defense will have the opportunity of training annually a small number of high-caliber men who otherwise might be relatively unaware of and unsympathetic to the Services' problems and needs.

d. The annual loss of men to the Department of Defense who might otherwise have elected a service career would be extremely small--less than one-half of one per cent of the ROTC graduates of calendar 1951, for example.

e. The active duty commitments of ROTC or NROTC personnel are in no case reduced and may in some instances be extended.

f. The reserve status commitments of ROTC or NROTC personnel are in no case reduced. In fact, the organized reserve groups at CIA can be expected to foster reserve participation beyond legal requirements.

g. The training requirements requested of the Services would impose no change in curricula of currently available courses. Rather, it involves merely participation in certain courses by such small numbers as the Services themselves say will be manageable.

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ATTACHMENT (A)

SUBJECT : CIA Procurement of College Graduates

REFERENCE : (a) Public Law 729, 79th Congress

(b) Proposed legislation packaging in a single unit for all military services provisions for a Reserve Officers' Training Corps: Short Title, "Reserve Officers' Training Corps Act of 1951" (S.325-HR 1168 or 1775)

1. To obtain the small number of high-caliber men visualized for training outlined in Attachment (B), CIA considers that three main sources should be tapped annually:

a. ROTC College graduates.

b. Non-ROTC College graduates.

c. College graduates who are in an enlisted status in any of the three services.

2. ROTC graduates of this year will number approximately:

Army	20,000
Air Force	8,300
Navy (and Marines)	1,900
TOTAL	30,200
(NROTC, Regular and Contract)	

Under normal conditions maximum active duty requirements are the two years for NROTC and minimum requirements inactive reserve status for specified periods. If reference (b) becomes law, extending in effect a modified version of reference (a) to all services, the resultant requirements for active duty service will still vary but will not exceed a maximum of two years. Further, under present conditions ROTC graduates normally not committed to active duty service are being called up for extended active duty for two years.

The result is, then, that if CIA takes up to 150 men from this three-service NROTC source and turns them over to the Services for two to three years' active duty training, no reduction in active duty will obtain. Thus, a definite return on the Services' training investment is assured.

It is visualized that in some instances this ROTC tapping should consider pre-'51 graduates--men such as the 167 Army ROTC graduates of 1950, for example, who, in the First Army Area, on their time took a twenty-four hour lecture course in Military Intelligence and who are not, as of this date, on active duty.

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ATTACHMENT (A)

In brief, with a basic agreement as to numbers that each Service can handle for training, CIA can present to a small percentage of the ROTC group a practical, long-range career plan without operating to reduce the active or reserve status commitments of the persons involved. The national interest clearly will be served.

3. Non-ROTC graduates form the second source that should be considered. This group includes both men liable for military service and those not so liable because of prior service, or for physical or other valid cause.

More again, intake of a small number from this source for the training proposed in Attachment (B) as the first step in a CIA career would be to the national interest.

4. The final source to be considered, college graduates in an enlisted status in any service, presumably would be in or on a waiting list for Officer Candidate School.

Since CIA needs so few per year, this group too is likely to include material that would contribute more to the country's weak in a CIA career than in a temporary Service capacity.

5. In summary, CIA's needs from the three sources discussed will number annually not more than 150--less than one-half of one per cent of this year's ROTC graduates. None of these would serve on less active duty than the maximum ROTC commitments and some would serve longer.

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ATTACHMENT (B)

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SUBJECT : Training of CIA Career Personnel by the Military Services

1. The training proposed by this paper would be initiated annually for not over two hundred college graduates selected by CIA for a career from the sources indicated in Attachment (A). While varying with individual needs, all such training would embrace from two to three years' active duty with one of the Services. Thus at any one time a maximum of six hundred men might be spread among the three services in this training program, though in a specific course numbers might be on the order of ten to fifty. Details would be implemented in each instance as mutually agreeable.

2. The aims of the training are basically two:

a. To instill in selected CIA career personnel the fundamental discipline and loyalties that normally can be anticipated from Service duty and training.

b. To equip these personnel with specialized training appropriate to their prospective CIA careers.

3. Examples of the types of schedules CIA envisages follows:

a. ARMY - (ROTC Graduate, 1951):

- (1) Commissioned Second Lieutenant on graduation and called up for two years' Extended Active Duty. Selected by CIA.
- (2) Basic Arms School - 3 months.
- (3) Duty with troops - 12 months.
- (4) Military Intelligence Course at the Army General School - 3 months.
- (5) Language Course (Monterey) - 6 months.
- (6) Strategic Intelligence School - 3 months.

APPROXIMATE TOTAL - 27 months.

- (7) Return, with reserve commission, to CIA for career job.

b. AIR FORCE - (College graduate in enlisted status):

- (1) Selected by CIA.
- (2) OCS, including Basic - 6 months.
- (3) Basic Intelligence Officers' Course - 2 months.

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- (4) Photo Interpretation Course - 4 months.
- (5) Language and Area Course - 24 months.
(Such as Russian at Syracuse University. CIA would reimburse Air Force if required.)

APPROXIMATE TOTAL - 36 months.

b. NAVY - (Non-ROTC College Graduate):

- (1) Selected by CIA.
- (2) OCS - 4 months.
(Until Navy OCS slated for May 1951 is operating and able to handle CIA trainees, Marine Corps could handle limited numbers of Navy as distinct from Marine personnel. In this event, OCS and Basic would take about six months.)
- (3) Duty with Fleet - 12 months.
- (4) U.S. Naval School (Naval Intelligence) - 6 months.
- (5) Language Course - 9 months.

APPROXIMATE TOTAL - 31 months.

4. For the individuals selected, CIA proposes to work up jointly with the Service concerned detailed training schedules tailored to specific needs but along the lines indicated above. In all three schedules furnished as examples, total time could be reduced by mutual agreement, but in no instance would the Central Intelligence Agency ask for less time than the individual Service considers essential for basic discipline and training.

The persons selected and trained under this plan will be on normal active duty status, limited only by the scheduled training assignments. They will be in no way exempt from Service control throughout their active duty period.

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